

# Updates on Civil Rights Issues

- What's New
- How Do New Changes & Approaches Affect Construction Projects

# Recent DBE Regulatory Changes

- ❖ Changes to DBE Directories
- ❖ Monitoring DBE work performance on federal-aid projects
- ❖ Termination of DBE firms on federal-aid projects

# Contractor Compliance

- ❖ DelDOT recently received approval from FHWA of its Contractor Compliance Program Plan.
- ❖ Reporting requirements for any business contracted on a federal-aid project include:
  - an annual EEO Compliance certification Form
  - Quarterly EEO Employment Report
  - Annual 1391 Report

# Title VI

- ❖ FHWA recently conducted an assessment of DelDOT civil rights programs and activities.
- ❖ Training for various functional components of DelDOT on Title VI and its impacts on those functional areas is required.
- ❖ This training will be conducted through the partnership between DelDOT and Delaware State University.
- ❖ Program components which have significant Title VI impact include:
  - Right of Way and real estate
  - Planning and project development
  - Construction